



McClellan Air Force Base, Calif.

Jan. 29, 1998 Vol. 39, No. 3

# SPACEMAKER

SM-ALC vision statement: "Completing the mission of McClellan AFB with professionalism and honor"



**AT A  
GLANCE**

## Law enforcement career fair

Are you interested in a Law Enforcement Career or a Job in Security? Plan to attend the Law Enforcement and Security Career Fair, Feb. 11, Base Chapel Annex, 2 - 5 p.m.

For more information, contact Mary Brennen, FOCUS Center #1, 643-5661.

## Upcoming events

Leadership and Professional Development Program: next session scheduled for Feb. 2-6, 7:30 a.m. - 4 p.m., in Bldg. 8, room 102. Anyone interested in attending, call Capt. Craig Dicus at 643-2482, or Capt. Rafael Marrero at 643-0584, Ext. 313.

Company Grade Officer of the Quarter luncheon: Feb. 4, 11:15 a.m. at the Officers' Club.

77th Air Base Wing Officers' Call, Feb. 5, 3 p.m. at the Officers' Club.

Blood Drive: Feb. 6, 9 a.m. - noon, McClellan Commissary parking lot. See page 11 for more information.

National Prayer Breakfast, Feb. 12, NCO Club, 7 a.m. See page 8 for more details.

Outstanding Airman of the Year Awards Banquet, Feb. 19, 6 p.m. social, 6:30 p.m. dinner, at the NCO Club.

Company Grade Officer of the Year luncheon: Feb. 25, 11:15 a.m. at the Officers' Club.

## Crud Tourney

The Company Grade Officers' Council will sponsor the first quarter all-McClellan Crud tournament, Feb. 5, in the Officers' Club, starting at 4:30 p.m. The tournament is open to all eligible patrons of the Officers' Club. See page 10 for more details.

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## Slow Down!!

Senior Airman Cory Welch, 77th Security Forces Squadron uses a radar gun to clock the speeds of passing motorists. Due to the recent and quite frequent incidents of speeding drivers, the Security Forces Squadron has increased "selective enforcement" through the use of speed checkpoints around the base. The 77th Security Forces Squadron urges you to drive safely and observe all speed limits and other traffic regulations on base.

U.S. Air Force Photos by  
Senior Airman Michael P. Coller



## VSIP offers to go out in early February

**Orlando Lorenzo**  
Civilian Personnel Office

The McClellan Civilian Personnel Office has received over 1,900 applications for the Voluntary Separation Incentive Program from base employees hoping to be matched with potential surplus employees. A match would enable an applicant to voluntarily leave McClellan Air Force Base with up to \$25,000. Among the applicants are 793 people whose departures would be under early retirement eligibility.

The matching process was recently completed, and CPO officials announced that 757 employees will be notified by letter beginning the first week of February of their VSIP offers and their approved separation dates. Applications from employees who were not matched will be retained in the event it becomes possible to offer them an incentive during the actual Reduction in Force charting process.

Letters will be sent to unmatched applicants beginning in early February, as well, giving them the option of keeping their

applications active or withdrawing them.

"By that time, we hope to have the formal Voluntary Early Retirement Authority for the 237 early retirement eligibles who were matched," said Evelyn W. Kidwell, Civilian Personnel Officer. "If the authority is not received by that date, we will make tentative offers to the early retirees."

For the first time, VSIP applicants were permitted to request a specific date to retire or resign with an incentive. These dates have been provided to the employees' directors who have until Feb. 2 to tell the CPO the earliest date the matched employee can be released based on workload. This will be the approved date that will accompany the VSIP offer.

"We anticipated that the bulk of our applicants would specify dates in September to retire or resign, and the actual requested dates weren't too far off the mark," Kidwell continued. "The two most requested months are March (126) and September (334) with the remainder fairly evenly distributed between April and August."

The 757 matched employees will have until Feb. 19 to accept or decline the offer. This date was selected to accommodate employees who have also volunteered to be moved to one of the six operating locations being established for transferring program management workloads.

## VSIP Frequently Asked Questions

**Q.** If I don't receive a VSIP offer, who can I contact for an explanation?

**A.** Contact the Civilian Personnel Office at 643-5940 or 643-2860 during normal duty hours. Your call will either be referred to a Civilian Personnel employee or, if you leave your name and telephone number, a Civilian Personnel representative will contact you to discuss your specific concerns. You can also call the Civilian Personnel Hotline at extension 643-0989 to leave a message.

SEE FAQ'S, PAGE 12





ACTION LINE

643-3344  
Action Line  
77 ABW/CC  
5241 Arnold Ave.  
McClellan AFB, CA 95652-1086  
email: Actionline



Col. W.P. "Bear" Ard  
77th Air Base Wing commander

Since I've been your wing commander, I've had much opportunity to hear from you on how we can make things better. This **Action Line** has been a key avenue and remains a good means to obtain feedback on how we're doing and how we can improve.

If you have or see a problem, try to work it through the responsible agency or activity first, since that will provide the most rapid resolution or action. If you still can't get the problem resolved, then try to work it through your chain of command. If the problem still exists after you've taken these two steps, then let me know so we can try to help.

In your request, please be brief, but include enough information to address the entire issue. Also, please let me know the specific action you want taken. I need your name, duty phone, and address so that we may send you a written response. I treat each call very seriously

and read each response. If I feel the issue is of interest to the entire McClellan community, we may also print it and the response in the **Spacemaker**.

Our overall goal is to better serve you. In this same vein, we also like to highlight those areas that provide high quality or exceptional support, so we can build upon and expand them. To do these things, I need your involvement.

I also welcome your input in other ways. On a quarterly basis, I hold Town Hall meetings with community members, and I regularly meet with various groups on base (the Chiefs, First Sergeants, etc.). Please plug into one of these avenues to get your voice heard. You have a say in how we serve you!

AAFES .....	920-0537
Civilian Pay.....	643-6725
Civil Engineering .....	643-5624
Civilian Personnel .....	643-2860
Commissary .....	643-4954
Crime Stop Hotline.....	643-6161
Dining Hall .....	643-5092
Family Services .....	643-1106
Focus Center #1 .....	643-5661
Fraud, Waste & Abuse .....	643-6000
Housing .....	643-6221
Legal .....	643-6700

Lodging .....	643-6223
Medical .....	
.....	McClellan Clinic — 643-8300
.....	Mather Hospital — 643-7110
Military Pay.....	643-6965
Military Personnel .....	643-1094
Public Affairs .....	643-6127
Security Forces .....	643-6160
Services/MWR .....	643-6660
Social Actions .....	643-3322
Supply .....	643-5213
Uniform Questions .....	643-4051

SPACEMAKER

Air Force Vision

"Air Force people building the world's most respected air and space force ... global power and reach for America"

Air Force Materiel Command Vision

"Quality Systems for America's Air Force"

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<http://www.mcclellan.af.mil/PA/spcema~1.htm>

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Bonita L. Dobbs ..... Staff Writer  
Senior Airman Michael P. Collier...Writer/Layout & Design

Second-Class Citizen

**I attended the "Tops In Blue" performance at the Sacramento Community Convention Center Theater at the end of November. First of all, I would like to say that the show was great. There was a lot of talent on the stage that night and it was very enjoyable.**

**Secondly, it was rather odd to be confronted at the door by ticket takers. The base newspaper clearly stated that "admission is free and open to the public, and tickets are not required." I told them I did not have a ticket, and was told that general seating was on the third tier.**

**Guests on the third tier were not able to see the entire show. When the simulated computer screen came down, and videos were shown of various pictures of people or things from the past, the lights above the stage obstructed the view of the screen.**

**Being told at the door that we had to sit in the rafters made us feel as though we were being treated as second-class citizens. It would have been nice to know we would not be able to sit anywhere but on the top floor. Who were the privileged people to be made aware of the tickets for seating on the first and second tier? Why were people, who read about it in the base paper, not made aware of not being able to be seated so that we could actually see the show?**

**Please explain who the ticket holders were, and how they were made aware of the show. Thanks very much.**

The "Tops In Blue" concert was free and open to the public. A section of seating was reserved for distinguished visitors, and tickets were used to identify those people at the door. The first and third tiers were not reserved, and available to the public on a first-come, first-serve basis. However, the floor seating was fully occupied shortly after the doors opened and the only available seating was on the third tier.

Special Olympics

In four months, McClellan will have a unique opportunity to make a

very real difference in the lives of some special people. For the first time, Sacramento will be the host of the regional Special Olympics May 15-17, at Sacramento State's Hornet Stadium. This is a great chance to show that McClellan Air Force Base is still a valuable partner with the community.

We will be soliciting volunteers to help out with a walk-a-thon as well as set-up for the games and various events. If individuals or units are interested in getting involved, please call Capt. Michael Felder at 643-0077. I urge you to take the time to make an impact on our community. Everyone who is involved with the Special Olympics comes away a winner!

Col. W.P. "Bear" Ard

CSAF reading list promotes professional development

Col. Richard Davis

77th Air Base Wing Vice Commander

In his commentary last week, Lt. Col. Greg Touhill said, "We need to educate ourselves, our senior leaders and the American people what air and space power can do for them," and referred to the chief of staff's reading list as a start. The chief of staff has indicated he wants all Air Force members to expand their knowledge of air and space power. He said, "We must be able to describe what air and space power bring to the table. Avidly pursuing a professional reading program is one means of contributing to this objective."

I realize doing the day-to-day tasks necessary to accomplish our mission requires a lot of time and energy. However, I encourage all McClellan members, officers, enlisted and civilians to focus

on learning more about the Air Force concepts of airpower history, military strategy, combat experience and especially leadership. Therefore, I've asked the *Spacemaker* to publish the officer portion of the Reading Program in this issue. The enlisted portion was published in Oct. 17th issue. Many of these books are available through AAFES and the Base Library.

Basic Reading List for lieutenants, captains and GS 9 - 12:

Sun Tsu, *The Art of War*  
Philip Meilinger, *10 Propositions Regarding Air Power*  
James Stokesbury, *A Short History of Air Power*  
Donald Phillips, *Lincoln on Leadership*  
Tom Wolfe, *The Right Stuff*  
James Hudson, *Hostile Skies*  
DeWitt Copp, *A Few Great Captains*

Geoffrey Perret, *Winged Victory*  
John Sherwood, *Officers in Flight Suits*  
T.R. Fehrenbach, *This Kind of War*  
Jack Broughton, *Thud Ridge*  
Harold Moore, *We Were Soldiers Once ... and Young*  
Richard Reynolds, *Heart of the Storm*

Intermediate Reading List for majors, lieutenant colonels and GS 13-14:

Peter Paret, *Makers of Modern Strategy*  
Tony Mason, *Air Power: A Centennial Appraisal*  
George C. Kenney, *General Kenney Reports*  
Donald Slayton, *Deke!*  
Lee Kennett, *The First Air War*  
Thomas Hughes, *Over Lord*

## COMMENTARY

# An update from the Director of Civilian Personnel

**Evelyn W. Kidwell**

SM-ALC Civilian Personnel Officer

It's been a while since I last wrote an article, so I thought I would start this one by bringing you up to date on what has transpired since then. We continue to have people placed through the Priority Placement Program, 503 since April 1997, and I'm very pleased our folks are finding jobs through this viable source. We have also had a number of employees (848) avail themselves of retraining programs offered by SETA through the authority of the Job Training Partnership Act which is great. It's very important that employees utilize these programs in accordance with their future goals.



Evelyn Kidwell

As you are aware, we are in the middle of accomplishing a Reduction-In-Force affecting approximately 1,150 employees.

One of the first steps in this process is to offer "Early Retirement" VERA and incentives, up to \$25,000, through the Voluntary Incentive Separation Program, VSIP, to create vacancies that can be used to place surplus employees. During the window we had open, in November and December, 1,941 employees applied for these programs.

As of Jan. 26, 757 matches were made to offset separations and the information was provided to each directorate Jan. 27.

Each employee has indicated their desired separation date which will be reviewed and approved based on workload and mission needs. However, no employee will be allowed to stay later than Sep. 18 because that is when we need their vacancies to place our surplus

employees.

There is a strong possibility another VERA/VSIP window will be opened in the July and August 1998 timeframe to offset surpluses associated with workload competition efforts currently ongoing, FY '99 programmed reductions, and another 40 percent of the workload going to Tobyhanna Army Depot.

Approximately 2,900 positions will be involved in that endeavor. Other manpower cuts may occur which would also be included in that window.

During calendar year 1997, 901 SM-ALC permanent employees left our employment, so you can see employees are beginning to move on to other careers or to other locations.

In my last article I encouraged each of you to look to your future and make plans soon. I'm pleased to say I think that's happening and most of you are preparing to move on with your lives after McClellan.

Time is moving very quickly. It won't be long until July 2001 is upon us. Keep up the good work and good luck in your job search ventures or retirement plans.

# Not so fast -- what you're throwing out may not be trash

**Lt. Col. Christopher Dixon**

IMA, 77th Air Base Wing Logistics Directorate

It's a familiar "order" from the boss. "I'm tired of looking at that (insert one or more: broken chair, old metal gray desk, pile of junk). Get it out of here ... I don't want to see it in the morning."

Or perhaps you've been lucky enough to be the last one to turn off the lights on a vacant office or building on base and wondered what to do with the remaining "junk" left by your coworkers.

Thinking about an evening mission out to a remote part of McClellan to make a "delivery?" Perhaps pushing it out the back door onto a loading dock? How

about that corner out by the dumpster? In one word, resist the temptation ... don't!

If Uncle Sam originally wrote the check for those items, he still has the final word on excess material. In fact, his friendly representatives at Base Supply would like to give you a hand.

Some material has, by law, already been designated as resources to be recycled back into the local community by the Local Redevelopment Authority. Improper handling of this material may jeopardize reuse of these resources.

But an old desk, you ask ... would the LRA really have a use for it? Maybe not, but most any material has value to someone, even as scrap. That's where the Defense

Reutilization and Marketing Office comes in.

DRMO McClellan will make sure that valuable metals and other useable materials are recycled for Uncle Sam; plus they will make sure the rest is sold to close the loop on taxpayer investment.

How do you determine what goes to Base Supply and what goes to DRMO? You don't have to know ... here's how to get help.

If the items appear to be "accountable" (equipment on a CA-CRL), it's best to check with the SBSS Equipment Office at 643-6543.

If it's ADPE (computer) equipment, call the Communications Squadron at

643-3560.

For everything else (non-accountable), get answers from the Base Supply Closure Flight (LGSC) at 643-1714. For material on 20 or more pallets, they even have a special deal for you.

Now don't you have some material that's ready for Uncle Sam to recycle?



Photo by Master Sgt. Marita Smith

Does this look familiar? This "sculpture" was last seen inside a recently vacated office bay

## Views

### From the Chief Master Sergeant of the Air Force

**Editor's Note:** This is the third segment of Chief Master Sgt. of the Air Force Eric W. Benken's views. More of this article will be published in future Spackemakers.

#### •High Standards

I often say that I can go into a unit and tell within 30 seconds what kind of standards are being set by the leaders. I can tell by uniform appearance; by the way people sit in their chairs; whether or not they stand up when an officer or superior enters the room, or whether or not they have enthusiasm and by what kinds of questions they ask.

Solid leaders will always insist on high standards. They spread enthusiasm and pride in their units. They attack issues and problems and always strive to move their units forward. They

are the units that can always say, "mission accomplished."

Troops will follow your lead and example. Units with low standards will invariably have problems, IG complaints, career development course failures, sexual harassment problems, etc. Leadership is the key to success. Poor morale, low retention and poor communication are symptoms or characteristics of poor leadership. It's tough to be a leader these days, but it's absolutely essential!

#### Be On Time

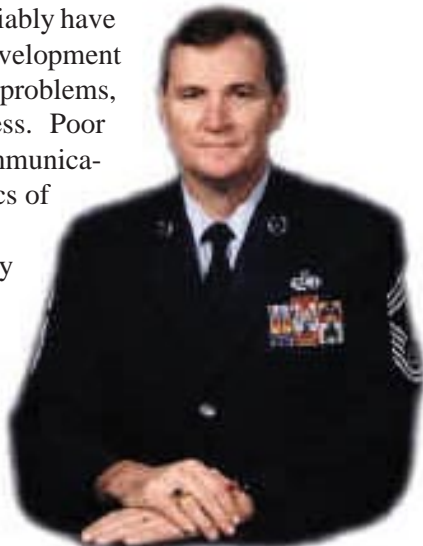
Being late for meetings, conferences, dental appointments, etc., without good reason makes an immediate bad impression. It is also discourteous and can be

disruptive, such as walking in on a briefing or conference that has already begun. It is also costly. Lost medical appointments, for example, are something we cannot afford. Make it a habit to arrive early, whatever the appointment

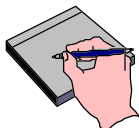
or occasion. Call ahead if you are to be late for an unavoidable reason. Being on time in a combat situation can be a matter of winning or losing a battle - or a matter of life or death.

#### Send Thank You Notes

You are in the position to receive some sort of customer service every day, whether it be in billeting, at the hospital, the







# DPE, SETA: two years of solid partnership

Ester A. Stubbs  
Editor

It's been two years since the McClellan Training and Education Division, or DPE, and the Sacramento Employment Training Agency, SETA, formed a transition partnership.

The partnership began January 1996. Since then, an "interesting collaboration has existed between DPE and SETA personnel," said Tim Ellis, Education and Training director. "Together we work to formulate and implement a comprehensive transition training program for McClellan within the framework of the National Reserve Act Grant and the Joint Training Partnership Act," Ellis added.

The purpose of the partnership is to provide education and training for the McClellan employees who are identified as dislocated workers. According to Gregory Williams, operations manager for SETA, the NRA funded the JTPA under the Department of Labor. Through the DOL with the California Employment Development Department Job

Training Partnership Division, SETA is financially able to "help those employees [dislocated workers] impacted by the closure of military installations transition from public to private sector employment," Williams said. "There are currently a total of 696 McClellan employees enrolled in SETA retraining and basic readjustment service programs," he added.

Based on an agreement, in part, between the partners, SETA pays for the training for their staff that works in the base DPE office and pays for some materials used in some of the transition classes conducted by the DPE office. Statistics provided by DPE indicate 14,444 training occurrences were conducted during the two-year period: SF171 - 1,633; Resume Writing - 1,274; Interview Techniques - 1,122; Occupational Exploration I - 5,408. Other programs include Effective Writing, Heartmath, Increasing Human Effectiveness, and Covey's Seven Habits of Highly Effective People.

Two highly effective members of the partnership were recognized last week during an award ceremony at the Base Education Office. The

program was in honor of the two-year partnership, and all the training monitors, DPE, and SETA people who made it possible.

Lt. Col. Velma M. Turner, 77th Mission Support Squadron commander, presented an appreciation certificate to Judy Ramones from the McClellan Education and Training Division for her administrative support in the base employee transition training provided by the partnership of DPE and SETA. Ramones is a SETA Typist Clerk III.

A certificate of appreciation was also presented by Williams from SETA to Phyllis Escoto, a DPE office employee development assistant, for her assistance in support of the transition train-



U.S. Air Force Photo by Larry Reed

Lt. Col. Velma M. Turner, 77th MSS commander and Gregory Williams, operations manager for SETA, cut the celebratory cake at an awards ceremony held Jan. 21 at the Base Education Office.

ing for base employees. "The transition training effort of McClellan has been and continues to be a highly successful program," said Ellis. "Thousands of base employees have taken advantage of this training, and feedback on the quality of the courses has been extremely positive," he added.

## FOCUS Center News

### FOCUS Center Job List

This section contains special job announcements from the McClellan Air Force Base FOCUS Center. For additional information please contact the FOCUS Center. New entries will always be added to the top of the list. Older entries will be removed at the end of each month. For additional information on these jobs contact your FOCUS Center.

**Position:** Electrician (Power System), BB-2810-00  
**Annc #:** BOR-MP-98-3  
**Close:** Jan. 30  
**Agency:** Department of Interior  
**Location:** Folsom, Calif.  
**POC:** Personnel Office, (916) 978-5471  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Telecommunications Assistant, GS-0392-06/07  
**Annc #:** BOR-MP-98-12  
**Close:** Jan. 30  
**Agency:** Department of Interior  
**Location:** Sacramento, Calif.  
**POC:** Personnel Office, (916) 978-5471  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Personnel Management Specialist, GS-201-12/13  
**Annc #:** 10-98TS  
**Close:** Jan. 30

**Agency:** Office of Complaint Investigations  
**Location:** Sacramento, Calif.  
**POC:** Job Information Center, (703) 767-7100  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Procurement Technician, GS-1106-5/7  
**Annc #:** BOR-MP-98-5  
**Close:** Jan 30  
**Agency:** Department of Interior  
**Location:** Sacramento, Calif.  
**POC:** Personnel Office, (916) 978-5471  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Computer Assistant, GS-335-6/7  
**Annc #:** BOR-MP-98-9  
**Close:** Jan. 30  
**Agency:** Department of Interior  
**Location:** Sacramento, CA  
**POC:** Personnel Office, (916) 978-

5471  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Information Coordinator, GS-303-5  
**Annc #:** R517-401-98  
**Close:** Jan. 30  
**Agency:** U.S. Department of Agriculture  
**Location:** Foresthill, Calif.  
**POC:** Becky Petersen, (916) 478-6163  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Computer Specialist, GS-334-12  
**Annc #:** FS-8-0132-MWG  
**Close:** Feb. 4  
**Agency:** U. S. Fish and Wildlife  
**Location:** Sacramento, Calif.  
**POC:** U.S.A. Jobs (415) 744-5627  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Health Technician (Urology), GS-640-6  
**Annc #:** 98-07LG  
**Close:** Feb 2  
**Agency:** Department of Veterans Affairs  
**Location:** Sacramento, Calif.  
**POC:** L. Garcia or B. Nelson, (510) 372-2120  
**Remarks:** Review vacancy announcement for application and KSA information.

**Position:** Health Technician (Ent/Podiatry/Ortho), GS-640-6  
**Annc #:** 98-06LG  
**Close:** Feb. 2  
**Agency:** Department of Veterans Affairs  
**Location:** Sacramento, Calif.  
**POC:** L. Garcia or B. Nelson, (510) 372-2120  
**Remarks:** Review vacancy announcement for application and KSA information.  
**Position:** Geographer, GS-150-12  
**Annc #:** FS-8-0132-MWG  
**Close:** Feb. 4  
**Agency:** U. S. Fish and Wildlife  
**Location:** Sacramento, Calif.  
**POC:** U. S. A. Jobs (415) 744-5627  
**Remarks:** Review vacancy announcement for application and KSA information.  
**Position:** Engineer, Hydraulic, GS-810-12  
**Annc #:** 97-315MOB  
**Close:** Feb. 11  
**Agency:** U. S. Army Corps of Engineers  
**Location:** Sacramento, Calif.  
**POC:** Marilyn Ohi, (916) 557-5380  
**Remarks:** Review vacancy announcement for application and KSA information.  
**Position:** Regional Conservationist -West, ES-401-00  
**Annc #:** NRCS-ES-98-01  
**Close:** Feb. 20  
**Agency:** U. S. Department of Agriculture  
**Location:** Sacramento, Calif.

# AAFES makes buying stamps more convenient

*Editor’s Note: According to Leonard A. Freitas, general manager, McClellan Base Exchange, stamps may now be purchased from all registers in the BX.*

**DALLAS (AFNS)** — The Army and Air Force Exchange Service has made it easier for customers to buy U.S. postage stamps at its retail stores.

In the past, local exchanges bought postage stamps through petty cash funds outside the primary AAFES procurement system, said Bob Van Loan, a senior business program specialist at AAFES’ Dallas headquarters.

This meant postage stamps had to be rung up separately from other merchandise at the cash register or sold at the cashier office, requiring

the customer to make a second stop.

That has changed. Now, when customers buy postage stamps at their local exchange, the stamps will be scanned and processed at the register just like any other routine merchandise. This is possible because exchanges can now buy postage stamps with their AAFES procurement card and place it on the store’s main inventory list. Stamps will be available at all cash registers.

The intent behind the change is twofold, Van Loan said. First, it adds convenience for the customer. Second, it’s a step toward eliminating petty cash funds and making local purchases easier for the exchanges. (Courtesy of AAFES News Service)

## JOBS

CONTINUED FROM PAGE 4

POC: Helen Lee, (202) 720-2227  
**Remarks:** Review vacancy announcement for application and KSA information.  
**Position:** Highway Engineer (Design), GS-810-9/11

Annc #: BIA-SA-98-25  
Close: Dec. 24  
**Agency:** Department of Interior  
Location: Sacramento, Calif.  
POC: Personnel Office, (916) 978-5471  
**Remarks:** Review vacancy announcement for application and KSA information.

## RIDESHARE NEWS

### McClellan carpoolers required to replace placards

McClellan carpoolers who plan to take advantage of preferred carpool parking stalls must complete the registration process to receive a 1998 parking placard by Feb.13.

The 1997 carpool placards will not be valid beginning Feb. 17. Tickets will be issued to any employee parking in a carpool parking stall without a 1998 placard displayed on the driver’s side windshield. The placard must be visible through the windshield.

Carpool placards are issued to employees who share commute transportation with at least one other person, a minimum of three days a week.

Each person in the carpool is required to complete a carpool application. The application requires office symbol, building number, telephone number, supervisor’s name and phone number, and base decal numbers for each commute vehicle.

For information, contact the Base Rideshare Office at 643-0931 Ext. 7.

## In Memory

Clarence N. Crisman, an aircraft maintenance supervisor in the Aircraft Management Directorate, passed away Jan. 15, 1998, after a long battle with lung cancer. He was 71 years old.

Prior to his civil service career, Crisman served for 30 years in the Air Force as a flight engineer. He flew on the B-29, B-50, KC-97, KC-135, C-118, and C-121. He served in World War II, Korea, and Vietnam. He retired from the Air Force in 1975.

Crisman is survived by his wife, Norma, of Miami, Florida. He is also survived by two sisters and a stepbrother. He was laid to rest at Vista Memorial Gardens in Hialeab, Florida.

In lieu of flowers, memorial contributions may be made to the American Cancer Society, 350 Alhambra Boulevard, Sacramento, CA 95816 and the McClellan Memorial Fund or the Airmen Memorial Museum in Washington D.C.

### Correction

*In the Jan. 22 issue of the Spacemaker, the article “FM earns two AFMC awards,” should have read “The Financial Services Division, FMF...”*

# Air Force mandates re-refined oil

**Sheffy Fields**  
Solid Waste Program Manager

Re-refining ensures used oil is responsibly and properly managed. Executive Order 12873 specifies that “the Nation’s interest is served when the Federal Government can make more efficient use of natural resources by maximizing recycling and preventing waste wherever possible.” In this way the oil re-refined today is preserved for future generations. The “bottoms” removed during re-refining process can be used in asphalt blends.

In an effort to comply with Executive Order 12873 and the Resource Conservation and Recovery Act, the Air Force has taken the lead by mandating all of their installations switch from virgin to re-refined oil. This mandate is outlined in detail in message R 130326Z MAR 97, “Re Refined Motor Oils 10W30 and 15W40.” Details, including stock numbers, were published in *Cross Talk* Edition 40, September 1997.

Re-refined oils are managed and available only from the Defense Supply Center Richmond. DSCR also provides a voluntary “Closed Loop” re-refined oil program. This enables customers to have used oil picked up as part of the service by the DSCR contractor.

This feature will reduce the need for installations to manage disposal or recycling contracts and minimize the potential long term environmental liability associated with waste oil. By recycling used oil for re-refining, it ensures that a valuable natural resource is not lost forever through combustion or mismanagement.

Quite simply, “Buying re-refined oil makes \$en\$e!” The Environmental Protection Agency reports that 120 million gallons of recoverable motor oil are thrown away every year in America. Recycling this motor oil would save the United States 1.3 million barrels of oil per day, as approximately 42 gallons of crude oil are needed to refine two quarts of lubricating oil.

Re-refined oil meets or exceeds American Petroleum Institute and International Lubricant Standardization and Approval Committee standards for 10W30 and 5W30 will be available in FY98 . *Mil-Spec Tactical Oils*, meeting *MIL-L-2104* are available in 15W40.

According to Maj. Allen Naugle, chief, Hazardous Materials Branch, personnel are pres-



U.S. Air Force Photo courtesy of Environmental Management

America Recycles Day “give-aways” were a big hit with McClellan visitors in November 1997. Winners were randomly selected Jan. 6 from entry forms received. Doris Bajka, Deputy Director of Environmental Management presented the prizes Jan. 15 in the Environmental Management office. In the “Recycle Pledge” category, Lee Emmons, from CEH, won the backyard composter with her pledge to recycle garden waste and wastes from the kitchen. In the “Name that Oil” category, Ed Houston, from SM-ALC/AQ, and Craig Burnett, from SM-ALC/EM correctly identified the re-refined oil and won a FREE Lube, Oil and Filter change, courtesy of the AAFES Exchange Service Station. From left to right: Lee Emmons, Doris Bajka, Craig Burnett, Ed Houston, and Sheffy Fields, Solid Waste Program Manager, Environmental Management.

ently working to identify who uses oil on McClellan. These users will be switched from virgin to re-refined oils as products are available. Naugle said, “There is no need for organizations to re-

license their material through the HMSC.”

Additional information can be obtained from Environmental Management at 643-3672, Ext. 325.



# CLSS to participate in Operational Readiness Inspection



U.S. Air Force Photo by Senior Airman Michael P. Collier  
Tech. Sgt. Edward Hutchison Jr., left, and Tech. Sgt. David W. Gilmore assess damage on a practice plane used to train Aircraft Battle Damage Repair students.

Staff Sgt. Alan S. Williams

**364th Recruiting Squadron**

**T**here are many units in Air Force Material Command that are mission oriented, but only a few stand out among the rest. The 652nd Combat Logistics Support Squadron is one of those units. It is a combat-oriented unit prepared to deploy within 24-hours of notification.

The 652nd CLSS is one of five units of its kind. It is basically a self-contained unit of aircraft maintainers, supply troops, and transporters. The unit is tasked to provide aircraft battle damage repair to A-10 and F-117 aircraft in areas of conflict or war, and to open supply channels in forward operating locations.

The 652nd is a team of 168 professionals who are constantly on the move to one place or another around

Staff Sgt. Shane L. Murphy, Aircraft Battle Damage instructor, prepares sheet metal on the "War Wagon" to be used in the repair of an aircraft.



## FEATURE

the globe.

“When we’re at home, the maintenance troops augment the depot level maintenance, and the supply and transportation troops augment the Traffic Management Office and are currently helping the 940th ARW relocate to Beale Air Force Base,” said 1st Lt. Michael H. Egbalic, commander, Maintenance Flight. “We also do volunteer work with the McClellan Aviation Museum and the local community,” he added.

Presently, CLSS is preparing for an Operational Readiness Inspection.

The ORI tests the units ‘go-to-war’ capabilities with two elements of evaluation: Phase I is the units preparedness and ability to deploy within 24-hours; Phase II is its ability to operate effectively upon arrival at any worldwide location.

Two 16-person Aircraft Battle Damage Repair teams will deploy to Davis-Monthan Air Force Base, Ariz., for Phase II. There, the ABDR teams will be evaluated primarily for their capability to repair fighter aircraft during simulated combat environments to a safe and operational state, to secure and protect its assets and to perform self-aid and buddy care.

“Our basic mission is to get the aircraft working, and back into the fight,” said Senior Master Sgt. David A. Hoyt, superintendent, Logistics Training.

The teams are select groups of maintenance personnel who perform battle damage repairs and assessments for specific types of aircraft. The teams will deploy with a ‘War-Wagon,’ a maintenance kit outfitted with hand and air tools for sheet-metal work, fasteners, metal stock, an air compressor and other items needed for

timely repairs.

“We consider ourselves to be the best of the best,” said Chief Master Sgt. Eddie J. Lewis, chief, Logistics, 652nd CLSS. “Our reputation precedes us,” he added.

The 652nd earned the Air Force Maintenance Effectiveness Award and their eighth Air Force Outstanding Unit Award in 1996.

“This squadron has consistently demonstrated its outstanding service and commitment to this country and this week’s ORI will validate our reputation,” said Lt. Col. John N. Dufresne, commander, 652nd CLSS.



U.S. Air Force Photo courtesy of CLSS

CLSS members perform simulated battle damage repair on an A-10.



# BULLETIN BOARD

## F.Y.I.

### ALC Mentoring Program

Future ALC mentoring program luncheons will be held on the second Thursday of each month, 11 a.m. in the Officers' Club Main Ballroom.

All officers and civilian employees who wish to be mentored will have an opportunity during the monthly luncheon meetings. For more information, call Capt. Craig Dicus, 643-2482, or via e-mail at cvaide@email.mcclellan.af.mil.

### African-American Heritage meeting

The African-American Heritage Committee will meet Feb. 3, 2:30 p.m. at the NCO Club. We encourage everyone to come and join us.

### Snack bar to become Burger King

The Base Exchange Snack bar will be closed for approximately 60 days to convert it into a Burger King Express. Anthony's Pizza and the Robin Hood sandwich shop will remain open and will offer a limited breakfast menu available daily at 8:30 a.m. Seating will be limited due to the construction.

The BX apologizes for any inconvenience this may cause and asks your patience until the project is completed.

## Services

### Tax help available

Help is on its way! From Feb. 2 through Apr. 15, income tax assistance will be available for active duty military, retirees, and their dependents. The Volunteer Income Tax Assistance Program, located in Bldg. 338 (near corner of Arnold Ave. and Howard St.), will be open Monday through Friday, 8 - 11 a.m. and 1 - 4 p.m. Staff will be available to assist with paper and electronic filing of federal and state income taxes; most federal and state forms will be available. For more information, call 643-3333.

An additional source of tax assistance is the Base Library. The library has tax information and federal tax forms available for pickup. For more information, call the circulation desk at 643-4640, Monday-Thursday, 11 a.m. - 8 p.m., or Friday-Sunday, 11 a.m. - 5 p.m.

## Personnel

### DOS withdrawal policy

Effective immediately, all pilots who currently have a voluntary Date of Separation, and are otherwise eligible to receive aviator continuation pay (pilot bonus) may withdraw that DOS to accept the new pilot bonus. The officer does not have to provide justification for withdrawal of the DOS other than to accept the new pilot bonus. The latest date that pilots may withdraw their DOS without reducing bonus payments is Jan. 30. For more information, call Tech. Sgt. Fredrick Jones, Career Enhancement, 643-6277.

### Undergraduate flying training board

The next undergraduate flying training selection board will convene at AF Personnel Center Mar. 30. The board will review applications for both pilot and navigator training. Those officers with a date of birth after Jan. 1, 1971 will be eligible to apply. Applicants must send their applications to the Base Training Office, Staff Sgt. David O'Neill by Feb. 6. Applicants should advise commanders/supervisors, providing AF Form 215 comments, of the suspense. Those applicants requiring a new physical exam should schedule the appropriate physical immediately. All applicants competing for pilot training must also complete the Basic Attributes Test. For more information, call the Base Training Office, 643-4175.

### LPDP meeting scheduled

The next session of the Leadership and Professional Development Program, formerly referred to as the Lieutenant's Professional Development Program, is scheduled for Feb. 2 - 6, 7:30 a.m. - 4 p.m., and will be held in Bldg. 8, room 102.

This program is presented to all McClellan junior officers and is designed to be a hands-on, interactive experience. The objective of LPDP is to enhance leadership skills and reinforce professional military education between commissioning and Squadron Officer School. It is a great opportunity to discuss leadership and other important military issues with directors, commanders, chiefs, and other senior leaders throughout McClellan. Anyone interested in attending, call Capt. Craig Dicus at 643-2482, or Capt. Rafael Marrero at 643-0584, ext. 313, or email to cvaide@email.

## Chapel

### National Prayer Breakfast tickets now available

The National Prayer Breakfast will be held Feb. 12, 7 a.m. at the NCO Club. Tickets are now available through the First Sergeants and the Base Chapel. Ticket cost is \$5 and includes breakfast buffet. No tickets will be available at the door. The Most Rev. Richard J. Garcia, Auxiliary Bishop of Sacramento, will be the guest speaker.

For more information, contact the Base Chapel, 643-6021.

## Training

### 'Recruit-The-Recruiter'

The 'Recruit-The-Recruiter' team will visit McClellan on Feb. 19. Learn more about the challenges and rewards of recruiting duty at a one-hour briefing, 9 a.m., Bldg. 10, room 208. The RTR team may have a desired location in your home state.

Senior Airman through Master Sgt. with less than 16 years Total Active Federal Military Service and with two years time-on-station may apply. Senior Airmen with more than six years TAFMS are ineligible to apply. If at all possible, bring your spouse. Those who qualify will be selected on the spot. Call Master Sgt. Raul Perez at 643-1093 for more information.



FAQs

CONTINUED FROM PAGE 1

**Q.** What if my questions have to do with retirement or benefits?

**A.** Contact the Civilian Personnel Benefits Office at 643-5702.

**Q.** Based on the information I've seen, my retirement or resignation with an incentive won't be approved to be effective before March 1. I have a very pressing personal problem, and it would be helpful to be able to retire in February. Can an exception be made for me and others with similar needs?

**A.** Yes, exceptions can be made for compelling personal reasons. Bring these needs to the attention of your supervisor. If you are retiring under Voluntary Early Retirement Authority VERA however, we won't be able to approve your retirement until we have received the formal authority to do so.

**Q.** If I'm offered an incentive, can I decline?

**A.** Yes, you may decline at any time up until you sign a Standard Form 52, Request for Personnel Action, to retire or resign.

**Q.** What happens when I sign the SF 52 in response to a VSIP offer?

**A.** At that point, your deci-

sion to retire or resign is irrevocable.

**Q.** Why is my decision irrevocable once I sign a SF 52?

**A.** Because, for RIF purposes, you will be treated as having retired or resigned and you will not be a participant in the upcoming RIF process. Your position will be treated as a vacancy for another employee who will be affected in the RIF unless your position itself was abolished

**Q.** If I indicated one date for my retirement or resignation, and management approves a later date because of a project I'm working on or other workload reasons, what recourse do I have?

**A.** As you recall, when you signed your VSIP application, you agreed to separate by the date determined by McClellan AFB. You may wish to discuss the reasons you cannot be released until the offered date with your supervisor. If you are eligible for

optional retirement, you may retire at anytime you desire. You may also resign your position at any time. However, in neither case will you be paid an incentive if your services are required beyond the date you retire or resign. In the case of early retirement eligibles, we are awaiting the VERA authority and revised DoD guidance to determine if you could still retire early on a date strictly of your own choosing without an incentive.

**Q.** If I do not receive a VSIP offer now, is there any chance that I might receive one before the RIF in September?

**A.** There may be opportunities for more VSIP offers if employ-

ees initially decline offers for VSIP, or if the Civilian Personnel Office finds that it can prevent another employee from being separated by offering you an incentive after the actual RIF process charting begins.

**Q.** How long will I have to accept my VSIP offer?

**A.** In most cases, you will have until Feb. 19 to accept an offer. In some cases, where an offer can only be made late in the RIF process, you may have five days or less to accept the offer.

**Q.** What happens if I don't respond at all to a VSIP offer?

**A.** Your non-response will be treated as a declination.

The passing of the torch



U.S. Air Force Photo by Henry Walker

Col. Roger Bower, 77th Medical Group commander presents the 77th Medical Support Squadron guidon to Lt. Col. Margaret M. McGuire, the new squadron commander, during a change of command ceremony held Friday at the Officers' Club. McGuire takes over from Maj. Michael A. Fatone.

Love Lines

Does Cupid need a helping hand this Valentine season? The *Spacemaker* will dedicate a page in the Feb. 12 issue for base employees and family members to express themselves with innovative Valentine messages to their loved ones and significant others.

Complete the bottom portion of this box and send it to the *Spacemaker* by noon, Feb. 5. Absolutely no Love Lines will be accepted after the deadline. The message must be clean, legible and no more than 20 words.

Inappropriate Love Lines will not be printed. Include your name and daytime phone number in case the *Spacemaker* staff has any questions. Mail message to:

**Spacemaker**  
3237 Peacekeeper Way, Suite 5  
McClellan AFB, CA 95652-1048

or drop off the Love Line at the *Spacemaker* Office, Bldg., 200, Rm. 125.

Name: \_\_\_\_\_

Daytime phone: \_\_\_\_\_

Message: \_\_\_\_\_

AWARDS

CONTINUED FROM PAGE 9

a team parent for the Foothill Panthers soccer club; coordinating games, parties and fund raising activities. She also volunteered off-duty with the Sacramento Toys for Tots program for needy children in the local area.

Master Sgt. Wesley A. Wheeler, deputy director, Family Support Center, was chosen as the Senior NCO of the Quarter for his exemplary service. He anticipated a need to upgrade Family Support Center computer systems, performed a self-help conversion of outdated computers and saved \$276,000 in new computer costs while providing systems only now being looked at by Air Staff. Wheeler also eliminated a \$5,000 nonappropriated funds deficit; this is the first time in years the

program will operate in the black.

Wheeler kept busy during his off-duty time in support of many efforts through base and community groups. As the vice-president of the Noncommissioned Officers Association, Central Valley Chapter #1551, Wheeler assumed all responsibilities during the chairman's 120 day TDY and handled all operations flawlessly. He also led the 1997 Noncommissioned Officers Association's Muscular Dystrophy Association telethon support, a two-day event that raised over \$319,000 for the local MDA.

Wheeler also organized volunteers to assemble and distribute over 500 baskets to base families needing assistance during the Chief's Group and local Boy Scouts food drives. For support provided to Northern California flood victims, Wheeler received the Air Force Achievement Award.



RECREATION

Now showing at the base theater

Anastasia - Friday

ANIMATED—A magical mix of action, adventure, comedy, romance and music, ANASTASIA is a spectacular animated motion picture about the fabled lost princess of the Romanov family. She is the last surviving member of her family and must establish her real identity while fighting off the curse of Rasputin and his evil minians. G 93 minutes.  
All movies start at 7 p.m.

Flubber - Saturday and Sunday

Robin Williams, Marria Gay Harden - Robin Williams who could be FLUBBER plays the absent minded professor who accidentally discovers the magical mischievous stuff. The gravity defying substance causes chaos in every application and energizes the lives of those it encounters. Including the professor’s flying robot assistant named WEEBO. PG (slapstick action and mild language). 83 minutes.

Recreation Briefs

•Umpires needed

The McClellan/Antelope Little League needs umpires for the upcoming season. No experience necessary; training will be provided. The introductory meeting will be held Feb. 7, from 9 - 11 a.m. at the Little League Trailer next to the Youth Center. For more information, please contact John Ewart at 643-6162 or 331-7634 after 4:30 p.m.

•Last chance for Little League registration

McClellan/Antelope Little League - 1998 will hold its final registration Feb. 5, from 6 - 8 p.m. Bring an original birth certificate or military ID (for age verification) to the Dudley Elementary School auditorium, 8000 Aztec Way. Late registration fee for this year is \$95. Team placement is not guaranteed when you register late. The division breakdown is as follows: T-Ball “A” (5-6 years old), T-Ball “B” (6-7 years.), Minors (8-9 years.), Intermediate (9-11years.), Majors (10-12 years.), Seniors (13-15 years.), and Big League (16-18 years.). Girl’s Softball will also be offered if minimum registration

requirements are met. The division breakdown will be Majors (9-12 years. old) and Seniors (13-15 years.). Active duty military dependents are exempt from Little League boundaries. For more information, call the league hotline at 553-2345 or check out our website at ww.antelopell.com. If these contacts cannot answer your question, please call the Player Agent at 339-0473; ask for “Q”. We are also soliciting for league volunteers. We have some open board positions available and are always looking for managers, coaches, and umpires. Get involved; support your local Little League.

•Rafferty Hall Upcoming van trips: Fisherman's Wharf, Feb. 14; Monterey Bay Aquarium, Feb. 21; Chinatown in San Francisco, Feb. 28. For more information, call 643-2259.

•Upcoming Outdoor Recreation Activities: Downhill ski trips: Feb. 5, 12, 19, and 26; Showshoeing trip: Feb. 7; Moonlight Cross Country Ski and Hot Tub trip: Feb. 14. For more information, call 643-5067.

•Monthly fitness challenge

Talbot Fitness Center is sponsoring a monthly fitness challenge throughout 1998. Participants must sign up at Talbot's check-out counter. They will receive an AF Form 1975 to fill out each day they work out. In February, there will be a rowing challenge and in March a treadmill challenge. The winner for each month will receive a certificate and a jacket. The challenge is open to all authorized Talbot patrons age 16 or older. For more information, call 643-2596

•CGOC CRUD Tournament

The Company Grade Officers' Council will sponsor the first quarter all-McClellan Crud tournament, Feb. 5., in the O'Club, starting at 4:30 p.m., immediately following the 77th Air Base Wing Officers' Call. The tournament is open to all eligible patrons of the Officers' Club. Teams will consist of five members, and a \$10 entry fee per team is required. Each team will be competing for honor, respect, cash

Youth Center

Today: Open recreation, 2-8 p.m.; open gym, 2-3 p.m.; snack bar, 2-7 p.m. Advanced Gymnastics, 3-4 p.m.

Friday: Open recreation 2-6 p.m.; open gym, 2-4 p.m.; snack bar, 2-6 p.m.; Senior Teen Night, 7-11 p.m., grades 9-12. FREE!! Maximum teens -- 50.

Saturday: Open recreation, noon-6 p.m.; gym closed due to basketball games; snack bar, 9 a.m.-6 p.m.; Piano lessons, 12-3 p.m.; Pre-teen Night, grades 4-6, 7-9 p.m. FREE!!

Sunday: Closed.

Monday: Open recreation, 2-8 p.m.; open gym, 2-4 p.m.; snack bar, 2-7p.m.; children's martial arts, 6-8 p.m.

Tuesday: Open recreation, 2-8 p.m.; Mom & Tots Play Group, 10-11 a.m.; open gym, 2-3 p.m.; snack bar, 2-7 p.m.; beginning gymnastics, 2:15-3:15 p.m., and 3:15-4:15 p.m.; couple's communication class, 6:30-7:30 p.m. - sign up with Family Advocacy, 643-1518.

Wednesday: Open recreation, 2-8 p.m.; open gym, 2-4 p.m.; snack bar, 2-7 p.m.

prizes, and most importantly — bragging rights. To make arrangements for Crud lessons and/or to submit your team and entry fee, contact Capt. Donna Ward, 77 ABW/XP, bottom floor, Bldg. 200, 643-6027, by 4 p.m., Feb. 2.

Rideshare offers event reminder

Tickets on sale for Clean Air Night with the Sacramento Kings

Courtesy of the Rideshare Office

Tickets are on sale at the Base Rideshare Office for the 4th Annual Clean Air Night with the Kings. The special basketball game between the Sacramento Kings and the Miami Heat will be held Feb.20 at ARCO Arena.

The event promotes education and awareness of Sacramento’s air quality. Regional Transit will provide bus service to ARCO from Roseville Road. Buses will leave from the light rail boarding area at Roseville Road at 5:35 p.m. and 6:50 p.m. Regional Transit will also provide a security guard at Roseville Road from 5 p.m. until the bus returns after the game to ensure the safety of those riding the bus, as well as to provide security for automobiles left at Roseville Road.

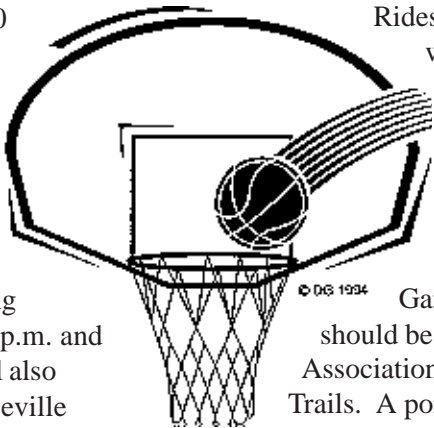
Prior to the game, a pre-game party will be held in the VIP Suite at ARCO. A King’s personality will make an appearance at the party. A cocktail buffet, a cash bar, and a

chance to win Kings memorabilia will also be provided at the party. The party begins at 6 p.m. he 5:35 p.m. bus will arrive at ARCO in time for the party. The game starts at 7:30 p.m.

Each person who purchases a game ticket through the Lung Association or the Rideshare Office will be eligible to win a trip for two to Portland, Ore., to see the Kings play. The trip includes air fare, overnight accommodations and game tickets. Tickets for the game and party are \$28 per person. Game tickets only are \$18. Check should be payable to the American Lung Association of Sacramento-Emigrant Trails. A portion of the ticket cost is tax deductible. Credit card orders can be placed by calling 444-LUNG.

As Clean Air Night sponsor, Ford Motor Company will be displaying an electric Ford Ranger at the Southeast entrance of ARCO Arena.

For more information, call 643-0931, Ext. 7.



READING LIST

CONTINUED FROM PAGE 2

Robert F. Futrell, *The United States Air Force in Korea*  
Mark Clodfelter, *The Limits of Air Power*  
Richard Hallion, *Storm Over Iraq*

Advanced Reading List for colonels and generals and GS 15 and above:  
Carl von Clausewitz, *On War*  
I. B. Holley, *Ideas and Weapons*  
James Belasco and Ralph Stayer, *Flight of the Buffalo*  
Raymond Fredette, *The Sky on Fire*  
R. J. Overy, *Why the Allies Won*  
Walter McDougall, *The Heavens and the Earth*  
Phillip Meilinger, *Hoyt S. Vandenberg*  
Ulysses Sharp, *Strategy for Defeat*  
James Winnefeld and Dana Johnson, *Joint Air Operations*  
Roger A. Beaumont, *Joint Military Operation*  
Michael Gordon and Bernard Trainor, *The Generals’ War*  
John Warden, *The Air Campaign*

Professional Journal to be read by all grades:  
*Airpower Journal*



# Commissary sponsors blood drive

Courtesy Sacramento Blood Center

The McClellan Air Force Base Commissary will be sponsoring a Blood Drive, Feb. 6, 9 a.m. - noon. If you are interested in donating blood, look for the mobile Sacramento Blood Center coach in the Commissary parking lot. Please eat and drink fluids before arriving at the coach, and bring along photo identification.

- Did you know.....**
- someone in the United States receives a blood transfusion every 3.5 seconds;
  - one pint of whole blood can help from one to three patients;
  - community patients rely on regular, repeat donors to maintain a plentiful blood supply;
  - whole blood can be donated as often as every eight weeks;
  - platelets or plasma can be donated even more often than every eight weeks;
  - it is impossible to get AIDS or any other disease from the blood donation process (all equipment is sterile, used only once, and then discarded);
  - about 75 percent of all people over the age of 30 have at least one personal acquaintance who has had a blood transfusion.

Please help to ensure that blood is there for those in need. After all, it may be you or your loved one that may need blood tomorrow. For more information, call Debbie Milios at the Sacramento Blood Center, 1-800-995-4420, extension 322.



# IMA force aids in transitional period

Major John Rice  
SM-ALC Public Affairs IMA

“The IMA force is going to be a key factor in sustaining our mission requirements as we continue our efforts to close McClellan”, said Brig. Gen. Michael P. Weidemer, SM-ALC vice-commander, as he reflected on the Jan. 22 Commander’s Reserve Program Review. Weidemer hosted the review in the absence of center commander, Maj. Gen. Eugene L. Tattini. Col. Douglas S. Metcalf, mobilization assistant to the commander, led the center’s directors as they detailed the involvement in center activities of McClellan’s Air Force Reserve Individual Mobilization Augmentees over the past six months.

Metcalf highlighted the reorganization of the center’s IMA management program, consolidating administrative oversight for all center IMAs in Building 200. “This provides a more responsive and flexible organization which can better serve our commanders and meet the changing needs of the center”, said Metcalf. “The IMA force provides a dual-edged resource, since our members not only maintain proficiency in their military skills, but also often have civilian skills which can directly benefit and support center activities.”

Working in all areas of the

center, McClellan’s 210 assigned IMAs performed 2,577 days of service between July and December of last year. Throughout the period, participating directors agreed, the IMAs provided outstanding service to their units, and were integral in meeting the center’s mission needs.

The reserve review was a part of two days of activities for the senior IMAs of the center. Led by Metcalf, 18 officers and enlisted members of the reserve force discussed manpower and assignment needs in support of the center’s mission objectives. James C. Barone, executive director of the center, provided a comprehensive briefing on all aspects of closure including: personnel actions and the development of operating locations; competition; and, business area structures and activities. Additionally, Lt. Col. Mickey Rooney of the Closure Directorate provided the group with an update on the closure process.

IMA Impact July 1 - Dec. 31 1997:

- FM  
Developed comprehensive financial models for input/output / variance reports in support of over 40 products and services in the I&S business area.
- LA  
Completed critical USAF project to identify and inventory mis-

identified C-130 flap jack screws.  
LH

Integrated support requirements for world wide space and C3I customer/single manager conference

LI  
Expedited critical Navy MICAP resource requirement during AF automated system outage.

PK  
Assisted in completing contractor performance assessments and final report preparation for A10 prime source selection

TI  
Developed and implemented a computerized tool to estimate labor costs for honeycomb clip installations

77 ABW  
CC: Eliminated 2,000 non-utilized repair cycle items

CE: Provided management support of Zonal Maintenance operations during absence of active duty chief

HC: Provided critical support during manning shortage including crisis intervention, memorial services and counseling of population

SFS: Completed 132 mandays of backfill for active duty personnel TDY to Turkey and Saudi Arabia

MDG: Revised critical lab instructions to comply with new requirements.

PA: Served as director for over a month during the absence of the active duty director.

## BENKEN

CONTINUED FROM PAGE 3

MPF, etc. Take note of those who have helped you out and send them a personal note. Send a letter to their commander, if appropriate. Recognize people for little things they do with a simple note of thanks.

There is a lot of behind the scenes work that goes on in setting up a conference or workshop. If you want to be invited back the next year, you need to recognize that effort and send a note. Carry them in your briefcase, and use them often!

### Dress for Success

I stated this before: We learned how to dress properly in basic training. Don’t wear uniforms beyond their service life. And here’s something for senior NCOs: It’s time to get a mess dress. While it may be unpopular to say, and I know it is not a requirement, you should have a mess dress. Especially Chiefs. A chief should be at every wing function—graduations, awards banquets, dining outs, etc.

Spend a few bucks and look your best. If you’re attending all the functions you should, you’ll get your money’s worth. Our troops should know that how they dress off duty affects your credibility with the public as well. Remember, people take notice. They watch and learn from you.

### Feedback

Isn’t it sad that we have to have “mandatory feedback.” Twice a year we are reminded that we should “talk to our troops!” Feedback is fundamental to being a supervisor. As a supervisor, you should give feedback constantly. Blend constructive criticism and positive comments in short, one-minute or so, feedbacks.

With constant feedback, your troops will succeed. Recognize them at the end of the day as they go out the door for what they accomplished. Also take the time to provide a uniform correction, if appropriate. Or maybe just some philosophical advice on being a better professional.

If you only giving your troops feedback twice a year, you are missing the point of feedback and

setting your troops up for failure. Feedback is nothing more than communication, and it is essential. Give your troops a vector—a plan for a successful career.

### Seek out the Senior Enlisted Advisor and First Sergeant

There are those who bad mouth the SEA for “never coming to our unit.” Of course, they never take the initiative to invite the SEA to the unit or volunteer to help in the myriad events that take place in a wing or unit, like award banquets, NCO inductions, etc.

An SEA has thousands of individuals to see and know. If you really want to make an impression, go introduce yourself to the SEA and ask, “How can I help? You can count on me if you need anything.” Unfortunately, in most units we rely on a handful of people to do all the work. They are the doers, the people who make things happen. Go by and see the SEA and support the First Sergeant - they are key individuals who need your support.

Supporting leadership is vital to every unit in the Air Force.